

Central Intelligence Agency
Washington, D.C. 20505

6 August 1984

Executive Director

NOTE FOR: Executive Committee Members

FROM: EA/ExDir

Attached for your additions,
deletions or comment is a draft of the
minutes for the Executive Committee meeting
on the Career Trainee Program.

Attachment:
As stated

cc: IG

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EXCOM 84-013
12 July 1984

MEMORANDUM FOR: Executive Committee Members

FROM:

[Redacted]
Executive Director

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SUBJECT: 19 July Executive Committee on the CT Program

1. Here are the recommendations on the CT Program for consideration at next Thursday's Executive Committee meeting. Some involve nuts and bolts issues which I hope we can dispose of rather quickly.

2. While the questions posed to the EXCOM require resolution, I ask that you consider whether they get to the heart of some of our earlier ruminations over the purpose and direction of this key career development program. I haven't seen much attention given to the questions which follow. I propose to take them up, and any in a similar vein which you may propose, before we tackle the OTE paper.

Issue 1: Is there going to be an adequate initial orientation for our CT's as to what the Agency (including all of its parts) stands for? How do we pass on an Agency ethos?

Issue 2: What are the costs to the DO/CT Program of the steps we are proposing to take in terms of delayed assignments, dilution of course content, and motivation, etc.?

Issue 3: Will all CT's have a reasonable exposure to those parts of the organization to which they probably will not devote their careers?

Issue 4: Do directorates know what kinds and numbers of CT's they want, and what they are going to do with them, upon joining the directorate and through the early stages of their careers? How seriously are directorates committed to these numbers if we meet our recruitment goals?

Issue 5: What proportions of the total employees (analysts, operations officers, engineers, scientists, etc.) entering on duty with each directorate will consist of CT's and why?

cc: IG

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